CPS HR CONSULTING

City of Fargo

Employee Engagement Survey Comments

Inspections

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SUBMITTED BY:
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What is one thing you would recommend to make your Department a better place to work?

1. No issues
2. it's good the way it is
3. Communication.
4. More compensation.
5. I like my department and my coworkers nothing needs to change.
6. nothing in particular
7. I think that there should be a chain of command when my supervisor and deputy are not available. I also think that some of our field personal are taking advantage of their time when out in the field.
8. working remote sometimes
9. Communication
10. One thing that could significantly improve our department is more open and timely communication - not just among leadership, but across all levels. Too often, small issues linger simply because no one takes a moment to talk them through. A quick chat could resolve things before they escalate, saving time and reducing friction. Encouraging a culture where people feel comfortable speaking up and checking in could make a huge difference. Communication isn't just a nice-to-have, it's the glue that holds everything together.
11. Accountability. Ex. #1: Employees take advantage of the 7 minute buffer in Kronos to either come in late and go home early. To the point that it is abused and no one is held accountable. Ex. #2: Flexing without telling the dept. head. or abuse of overtime. No one is held accountable.
12. Our department needs to have more hands-on and cohesive leadership. Currently, many employees take advantage of the lax of expectations or employee engagement from the Director. He will fulfill his duties at a base level, but when it comes to monitoring his employee's work performance, encouraging people to excel or continue pushing themselves, or correcting bad interpersonal behaviors, he is doing the bare minimum. I think he is a great Director when it comes to the expectations of the City, great on camera and in court, great with customers and other departments, great when coming to our employee's defense and showing why we are doing our jobs correctly. We have zero management for the persons working in this Dept. I wish the Director would team up with the Assistant Director to create a department morale that encourages people to ACTUALLY work hard, stop wasting time, go the extra mile, push themselves, and reach personal goals within their careers. Right now, all of the employee

encouragement is coming from the individuals. It isn't that they don't support us, because they 100% do if we initiate it. They just don't care if we don't care. There is a person who will waste time watching SNL videos on Youtube for an entire morning, while that same person consistently gets overtime EVERY single pay period. The Director knows about this and does nothing to correct the situation. Additionally, there is blatent high-school level bullying in this department between some of my coworkers. Being short or rude to her when they have to work together on a project, ignoring [redacted] outright, purposefully having a shared lunch with everyone but [redacted]. It's childish. And instead of addressing this situation or trying to stimulate employee bonding to repair the "clique-iness" he just pretends it doesn't exist. Not that the situation is something that he needs to fix because I get it, employees don't have to be friends, but there are ways to stimulate healthy employee relationships.

13. Eliminate the infighting between department heads and create a work culture of collaboration. Remove political items (for both sides) from office. Regulate and eliminate the use of racist, sexist, and other types of hate speech from the office.
14. Stronger fees. More legal support.
15. nothing at this time

Please share any additional feedback:

16. nothing at this time
17. Stronger leadership is always a bonus. A boss that has your back is confidence building, but the opposite is very demoralizing. The COF does not inspire me to do my job, my morals inspire me to do the Best job I can!
18. I get harassed by the homeless on a weekly basis. It's getting worse, please address exterior parking and common area loitering.
19. When you do choose to hire a new Director and Assistant Director in COMMGA, please pick someone who can unify our City and stop spending stupid money on decorations and magazines. We need to reform and tighten our policies for employee engagement and decide on ONE communication style/image with the public when it comes to the real documents, emails, letters, websites, etc. We don't need another Christmas video special on Facebook.
20. The commission and Mayor should not choose their words better. They are the leaders and most of the time they are all just campaigning.
21. use sick time in place of vacation when you have exhausted all of your vacation time.
22. I think that some of the employees that I work with, have not been taught that we work for the Citizens of Fargo. In other words, I have heard from some (that's not my Job.)
23. I love working for the City of Fargo. I have been invested in this City since starting my career [redacted] years ago. I am fully committed on spending the rest of my career working for the City of Fargo.
24. No comment
25. Freedom is excellent. Workload balance is even.
26. No issues